

06 DA Investigator's Association	Rate:	Description:
County Retirement Contribution	24.40% DA11	Rate x Hourly Rate x Hours Worked. Hires after 4/7/11 enter Tier 2 Pension Plan. <a href="#">See Article 27 and 28 of the SLO County Retirement Plan.</a> Tier 3 Effective 1/1/13
County Pickup of Employee Retirement	7.20%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	4.74%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		District Attorney Investigator (DAIA)/ Tier 2 effective 12/25/11, <u>Tier 3 eff</u> 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$816.07/mo	\$594.07/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 09/13/05 No cashout for employees who newly opt out of medical on or after 1/2014
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Post Employment Health Plan	Up to \$20,000	Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments. Eff. 10/13/2013 PEHP increased from 15K to 20K
Management Life Insurance	\$3.87/mo	\$30,000 coverage
Long Term Disability Insurance	.298% x Salary	On first \$13,500/mo of salary. Pays 66 2/3% salary
Mileage Reimbursement	.56/mi	Effective 01/01/2014
	.575/mi	Effective 01/01/2015
Wellness/Fitness	\$200/yr	Paid through Risk Management
Safety Equipment for New Hire	\$300	County provides body armor
Career Incentive - POST	\$57.50/mo	Continuing training required
Career Incentive - Advanced POST	\$150/mo	Certificate or degree required. MOU states: \$69.23 biweekly
Polygraph Differential	\$40/mo	Designated by the Sheriff
Bilingual Pay - high use	\$80/mo	Approved by Human Resources
Bilingual Pay - low use	\$40/mo	Approved by Human Resources
Standby Consultation	\$10/24 hr shift	
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half
CTO in lieu of OT	1.5 hrs/hr wk	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	2080 hours (260 days) max accrual; payoff @ hourly rate for 50% of hours up to 1440 after 5 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of service required
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
VTO	160 hrs/fiscal yr	With Department Head approval
Holiday	12 days/yr	Does not apply to Annual Leave employees
Annual Leave	12 days/yr	13 day cap Sign up any time, withdraw in August
Injured On Duty	As approved	12 months maximum
Vacation	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 6 months of service
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Paid Military Leave	30 days/fiscal yr	30 days maximum when called to active duty
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Supplemental Life Insurance		Employee paid for coverage of annual salary of 1x, 2x or 3x salary to \$300,000 max
Spousal Life Insurance		Employee paid term life for coverage of 1/2 supplemental coverage

Dependent Life Insurance		Employee paid term life for coverage of 10% supplemental coverage to \$10,000 max
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp		Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
Automatic Payroll Deposit	Pretax deduction	All new employees hired on or after 07/01/2004 are required to have direct deposit of County pay into a financial institution of employee's choice